

Mercer WIN<sup>®</sup>

# Create a Peer Group



# Mercer WIN®

## Create a Peer Group

Home Mercer Market Data Mercer Market Data Results Progress Center

Mercer Market Data Results: Library My Saved Results

View: Inc Org Job Edit

| Job Title   | Job Type | Job Code       | Typical Title                      | Base Salary | Num Orgs | Num Obs | Inc Wtd 25th %ile | Inc Wtd Mean | Inc Wtd Median | Inc Wtd 75th %ile | My Data |
|---|----------|----------------|------------------------------------|-------------|----------|---------|-------------------|--------------|----------------|-------------------|---------|
| Cost Accounting - Senior Professional (P3)        | Job      | FIN.05.003.P30 | Cost Accountant                    |             | 8        | 8       | 55,604            | 77,654       | 68,608         | 82,339            |         |
| Budget Accounting - Senior Professional (P3)      | Job      | FIN.05.004.P30 | Budget Accountant, Budget Analyst  |             | *        | 9       | 60,797            | 73,515       | 74,092         | 80,210            |         |
| Cost Accounting - Experienced Professional (P2)   | Job      | FIN.05.003.P20 | Cost Accountant                    |             |          | 11      | 48,099            | 61,802       | 58,526         | 74,516            |         |
| Budget Accounting - Experienced Professional (P2) | Job      | FIN.05.004.P20 | Budget Accountant, Budget Analyst  |             |          | 8       | 50,648            | 59,371       | 57,525         | 67,028            |         |
| Cost Accounting - Entry Professional (P1)         | Job      | FIN.05.003.P10 | Cost Accountant                    |             | **       | 1       | --                | --           | --             | --                |         |
| Accounting - Executive Level 3 (E3)               | Job      | FIN.06.001.E30 | Head of Accounting, Accounting Ex  |             | **       | 2       | --                | --           | --             | --                |         |
| Accounting - Executive Level 2 (E2)               | Job      | FIN.06.001.E20 | Head of Accounting, Accounting Ex  |             | **       | 2       | --                | --           | --             | --                |         |
| Accounting - Executive Level 1 (E1)               | Job      | FIN.06.001.E10 | Head of Accounting, Accounting Ex  |             | *        | 6       | 155,527           | 175,069      | 172,409        | 198,303           |         |
| Accounting - Senior Manager II (M5)               | Job      | FIN.06.001.M50 | Accounting Director, Accounting Sr |             | *        | 4       | --                | 152,415      | 182,484        | --                |         |

1 Manage Market Views Refine Market Combine Jobs Combine PCs Compare My Data ON Normalize Data Age Data Set Banding Send to My Library

91 total results Save As Save

If you would like to compare your own company to a defined list of competitors, you can create a peer group (1).

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Home Mercer Market Data Mercer Market Data Results Refine Market

Refine Market ⓘ

**Market Refinements**

- Organization
  - All Data
  - Gross US Revenue/Sales
  - Number of Employees (Full Time Equivalent)
  - FTE - Total Practice Support: Exempt
  - FTE - Total Practice Support: Nonexempt
  - FTE - Total Practice Support
  - Number of Offices (Organization)
  - Parent Organization Ownership
  - Peer Group**
  - Employee Location - City State/Province
  - Employee Location - State/Province
  - Employee Location - Region (in-country)
  - Employee Location - State
  - Employee Location by Prime City
  - Geographic Scope of Role
  - Degree of Match
  - Family
  - Sub-Family
  - Specialization
  - Career Stream

**Peer Group**

2022 US PSPS

**3** New

**Selections (6)** Clear All

2022 US PSPS

- Family: Finance
- Gross US Revenue/Sales: 250 or more US ...
- Gross US Revenue/Sales: Less than 250 U...
- Organization Type: Parent/Corporate
- Organization Type: Subsidiary
- Combined refinement

Combine Check for Data

Exclude My Data

Waiting for win.mercer.com...

Cancel Done →

Peer Groups can be created by clicking on the option under **Market Refinements** (2) and then by clicking **New** in the middle pane (3).

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## Create a Peer Group

Home Mercer Market Data Mercer Market Data Results Refine Market New Peer Group

New Peer Group for 2022 US PSPS ⓘ  
Select at least 1 organizations and 1 distinct organizations. If you have access to peer groups for this market view, any new peer group must change by at least 0 organizations.

**4** Sector

**5** Organizations

Export Import

Organizations(7)  
Distinct Organizations(7) Clear All

Accenture, Inc. ✕  
Andersen Tax, LLC ✕  
Bain & Company ✕  
CapTech ✕  
Cooley LLP ✕  
Crowe LLP ✕  
Deloitte, LLP ✕

**6**

Cancel Save

Once done, you will be prompted to a new window that will allow you to create a peer group based on industry sector (4) or by selecting individual companies (5). Click **Save** once you have made your selections to save the Peer Group and name it (6).

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## Create a Peer Group

The screenshot displays the Mercer WIN interface for creating a new peer group. The breadcrumb trail at the top reads: Home > Mercer Market Data > Mercer Market Data Results > Refine Market > New Peer Group. The main heading is "New Peer Group for 2022 US PSPS" with an information icon. Below this, a note states: "Select at least 1 organizations and 1 distinct organizations. If you have access to peer groups for this market view, any new peer group must change by at least 0 organizations." The interface is divided into several sections: a "Sector" dropdown menu (currently set to "All"), a list of organizations with checkboxes, and a "Save Peer Group" dialog box. The dialog box is highlighted with a green border and contains a "Name" field with the text "Demo Peer Group" and a "Description" field. A green circle with the number 7 is positioned to the left of the dialog box, and a green circle with the number 8 is positioned to the right of the "Save" button. The background shows a list of organizations including Accenture, Inc., Andersen Tax, LLC, Bain & Company, CapTech, Cooley LLP, Crowe LLP, and Deloitte, LLP. At the bottom right, there are "Cancel" and "Save" buttons.

Name your Peer Group and give it a brief description if you wish (7) and then click **Save** (8).

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## Create a Peer Group

### Rules to Remember When Creating a Peer Group

- 1) Once a Peer Group is created, it **cannot be edited or deleted**.
- 2) A minimum of 10 organizations are required to make a peer group out of which **8** have to be **distinct organizations**.
- 3) While comparing 2 peer groups, they have to differ by at least **4 distinct organizations**.

Distinct organization means companies belonging to different group companies. For example, if you select Mercer and Marsh then they will be counted as one company as they fall under the Marsh and McLennan Companies group.

# Thank You



If you have any questions please contact  
our US & Canada client service team:

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800-333-3070

welcome to

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